

Napa County and NCPPA and NCPPA Supervisory Units

2026 MOU Negotiations

TOTAL TENTATIVE AGREEMENT

June 16, 2026

Below is a summary of the Tentative Agreements (TA) between Napa County and the Napa County Probation Professionals Association (NCPA) and NCPA's Supervisory Units. Attached are the individual signed TAs including specific language that was agreed to during negotiations. All updates will be incorporated in both the NCPA and NCPA Supervisory Units MOUs.

Section 1 – Term

The parties have agreed to a three-year term for this MOU, effective July 1, 2026 to June 30, 2029.

Section 8.1 – Wages

Effective the first full pay period following the ratification and adoption of this MOU, the County will increase salaries by **4.0%** for all employees in the units who have not been Y-rated.

Effective the first full pay period in July 2027, the County will increase salaries by **3.5%** for all employees in the units who have not been Y-rated.

Effective the first full pay period in July 2028, the County will increase salaries **3.0%** for all employees in the units who have not been Y-rated.

Section 15.0 – Overtime

Changes to language regarding the calculation of overtime. Language has been added that will allow holiday time during the weeks of Thanksgiving and Christmas to be included in OT calculations for the Probation Officer series and all paid time off to be included in OT calculations for the Juvenile Hall Counselor series.

Section 17.3 – Standby Pay

Increase standby pay from \$2.65 per hour to **\$4.50** per hour, except for holidays and weekends, when the rate will be increased from \$2.90 per hour to **\$5.00** per hour.

Section 19 – Bilingual Pay

Increase Level I bilingual pay from \$80 to **\$100** per pay period (pro-rated for part-time employees).

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Increase Level II bilingual pay from \$100 to **\$180** per pay period (pro-rated for part-time employees).

Section 24.3 – Clothing Allowance

While there is no mandatory uniform, in recognition of having to purchase and maintain attire that exceeds normal personal/professional clothing needs, employees will receive a **\$400** clothing allowance each year. Employees required to participate in range training shall receive an additional **\$250** in acknowledgement of the safety and high maintenance of clothing exposed to the range environment. Language has been included to codify current practice relating to the Chief Probation Officer's administrative authority regarding some probation employees being armed officers.

Section 25 – Deferred Compensation

Effective the first full pay period after January 1, 2027 (pursuant to IRS rules), County matches employee contributions in the 457 Deferred Compensation Retirement plan up to **\$900.00** for CY 2027 in a 401 (a) plan.

Effective the first full pay period after January 1, 2028 (pursuant to IRS rules), County matches employee contributions in the 457 Deferred Compensation Retirement plan up to **\$1000.00** for CY 2028 in a 401 (a) plan.

Effective the first full pay period after January 1, 2029 (pursuant to IRS rules), County matches employee contributions in the 457 Deferred Compensation Retirement plan up to **\$1100.00** for CY 2029 in a 401 (a) plan.

Section 29.3 – Holiday Pay

Establish a new section in the MOU which states that a maximum of **240** hours may be accumulated as holiday banked time off.

New section – Winter Recess

The County is extending the Winter Time Off program to employees in the Probation Officer series only. Probation Officers will receive **32 hours of Winter Paid Time** to be used the workdays between December 25th and January 1st. If an employee cannot take Winter Time Off at the end of the year, the time will remain in a leave bank and must be used by the end of the current fiscal year. The section will sunset and expire at the conclusion of this MOU.

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For the County:

For the Association:

CM Bencine
Name *F. Kline*

MM
Name *Matt Bechid*

Date: *6/16/2026*

Date: *06/16/2026*

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